SPROTT SHAW COLLEGE
LYCEUM EDUCATION GROUP

Pay Transparency Report

Established in 1903, Sprott Shaw College is a regulated post-secondary institution with 14 government-designated campuses across British Columbia. We take great pride in educating and preparing our students for rewarding and relevant careers in Administration, Business, Trades & Design, Nursing & Healthcare, and Child, Family & Community Support.

Sprott Shaw College is one of the oldest colleges in British Columbia with over 120 years of storied history. As an organization, we cultivate professional growth and positive working environments for our employees, which fosters our values of Community, Diversity, Integrity, Quality, Respect, and Results-Oriented. Sprott Shaw College is an Equal Opportunity Employer and welcomes all applicants to apply and does not discriminate based on race, national/ethnic origin, colour, religion, sex, age, sexual orientation, marital status, family status, and/or disability.

EMPLOYER DETAILS

EMPLOYER:	SPROTT-SHAW COLLEGE CORP.	**TIME PERIOD:**	October 1, 2025 - September 30, 2026
ADDRESS:	2300 - 925 West Georgia St., Vancouver, BC	**NAICS CODE:**	61 - Educational services
REPORTING YEAR:	2026	**NO. OF EMPLOYEES:**	300-999

HOURLY PAY

	MEAN HOURLY PAY GAP	MEDIAN HOURLY PAY GAP
Men	$1.00	$1.00
Women	$0.95	$1.03
Prefer not to say/ Unknown	$0.95	$1.07

In this organization women's average hourly wages are 5% less than men's. For every dollar men earn in average hourly wages, women earn 95 cents in average hourly wages.

In this organization women's median hourly wages are 3% more than men's. For every dollar men earn in median hourly wages, women earn $1.03 in median hourly wages.

OVERTIME PAY	
Mean hourly pay gap	**Median hourly pay gap**
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.	This measure cannot be displayed because there is insufficient data to meet disclosure requirements.
Mean Overtime Paid Hours	**Median Overtime Paid Hours**
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.	This measure cannot be displayed because there is insufficient data to meet disclosure requirements.
Percentage of Employees in Each Gender Category Receiving Overtime Pay	
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.	

EXPLANATORY NOTES

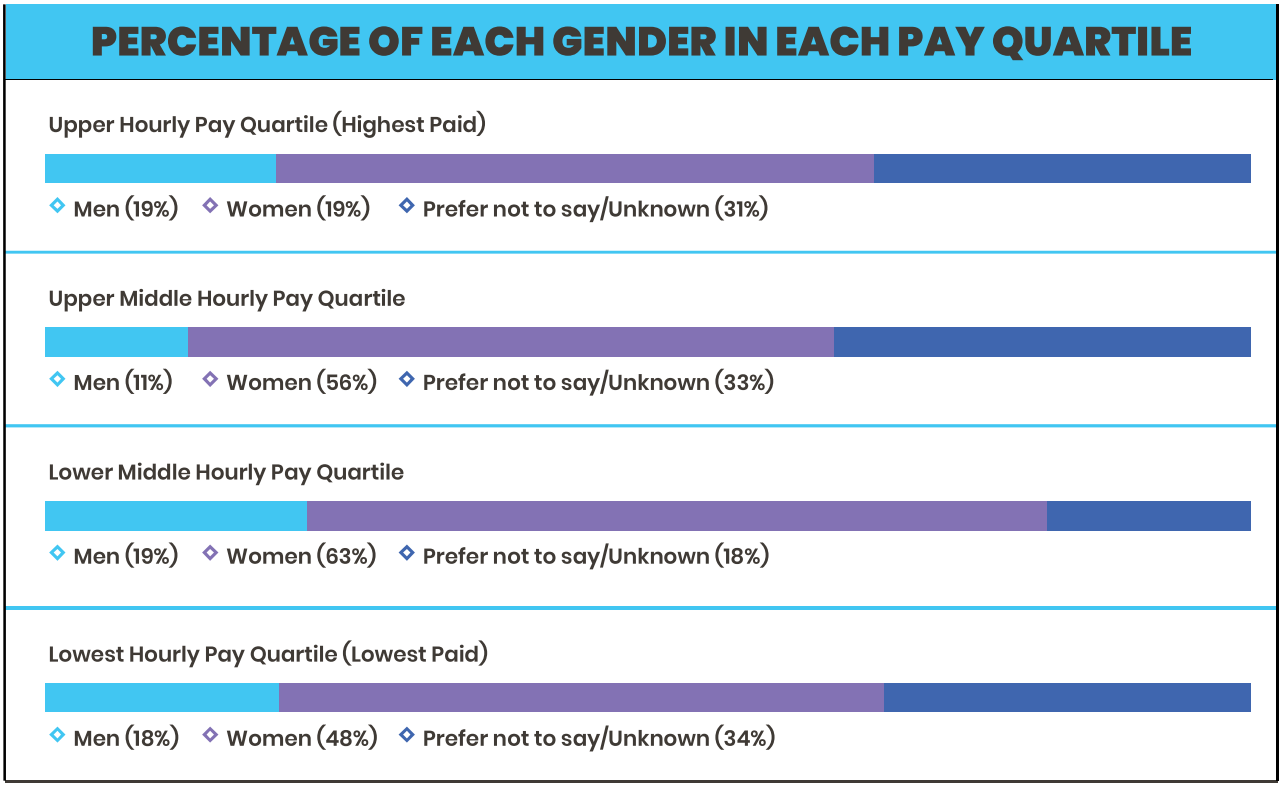
1. "Mean hourly pay gap" refers to the differences in pay between gender groups calculated by average pay. Hourly pay does not include bonuses and overtime.
2. "Median hourly pay gap" refers to the differences in pay between gender groups calculated by the mid range of pay for each group. Hourly pay does not include bonuses and overtime.
3. "Mean overtime pay" refers to overtime pay when averaged for each group.
4. "Median overtime pay" refers to the middle point of overtime pay for each group.
5. "Mean overtime paid hours" refers to the average number of hours of overtime worked for each group.
6. "Median overtime paid hours" refers to the middle point of number of overtime hours worked for each group.

BONUS PAY	
Mean bonus pay	**Median bonus pay**
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.	This measure cannot be displayed because there is insufficient data to meet disclosure requirements.
Percentage of Employees in Each Gender Category Receiving Bonus Pay	
This measure cannot be displayed because there is insufficient data to meet disclosure requirements.	

EXPLANATORY NOTES

7. "Mean bonus pay" refers to bonus pay when averaged for each group.
8. "Median bonus pay" refers to the middle point of bonus pay for each group.

PERCENTAGE OF EACH GENDER IN EACH PAY QUARTILE



In this organization, women occupy 50% of the highest paid jobs and 48% of the lowest paid jobs.
This pay quartile was reduced to suppress gender categories consisting of less than ten (10) employees.

EXPLANATORY NOTES

9. "Pay quartile" refers to the percentage of each gender within four equal sized groups based on their hourly pay.

* In accordance with the Pay Transparency Act and reporting rules designed to protect the anonymity and privacy of respondents, one or more gender categories has been excluded due to insufficient numbers to meet disclosure requirements.